

Executive Summary of
AFFIRMATIVE ACTION PLANS

FY 2005 October 1, 2004 - September 30, 2005

**Argonne National Laboratory
Argonne, Illinois**



Equal Employment Opportunity/Affirmative Action Contact:
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Argonne National Laboratory is operated by The University of Chicago for the U.S. Department of Energy Office of Science



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ARGONNE NATIONAL LABORATORY

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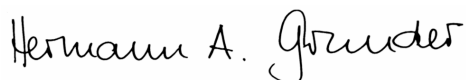
Office of the Director

October 1, 2004

I reaffirm the Laboratory's policy concerning Equal Employment Opportunity and Affirmative Action. Argonne supports the concept of a bias-free environment where employees and candidates for employment are respected for their talents regardless of race, color, religion, gender, national origin, sexual orientation, age, disability, veteran status or any other characteristics protected by law or executive order.

Through our outreach efforts to obtain the best talent for our workforce, we continually improve our ability to identify and recruit qualified individuals from underrepresented groups. However, additional efforts must be made for us to meet the Laboratory's commitment to affirmative action and the nation's commitment to technological excellence.

The realization of these goals will take the personal commitment of each employee. I urge maximum effort and cooperation in carrying out our policy of nondiscrimination. Responsibility for designing, implementing, auditing, appraising and reporting our affirmative action progress is assigned to the Diversity Program Office. Laboratory management will continue to support and dedicate itself to assure equal employment opportunity.

A handwritten signature in cursive script that reads "Hermann A. Grunder".

Hermann A. Grunder
Laboratory Director

Operated by The University of Chicago for the United States Department of Energy Office of Science

INTRODUCTION

Argonne National Laboratory is a multi-program research facility operated by The University of Chicago for the United States Department of Energy Office of Science. The success of the Laboratory is directly related to ensuring Argonne's people excel. Argonne's nearly 60 years of innovative solutions, breakthrough accomplishments and extraordinary science is a product of a highly talented, productive, motivated, flexible and diverse staff that is committed to the Laboratory's goals.

The Laboratory is fully committed to the concept and practice of equal opportunity and affirmative action for attracting and keeping talented people, regardless of race, color, religion, gender, national origin, sexual orientation, age, disability, or veteran status. Total commitment to equal employment opportunity is a continuing fundamental policy and practice of the Laboratory. Argonne values the diverse cultural and ethnic backgrounds of its employees and strives to capitalize on these differences as one means of maintaining a high-performance workforce.

In keeping with this commitment, the Laboratory develops Affirmative Action Plans for its two main locations: Argonne, Illinois and Idaho Falls, Idaho. The Plans detail the Laboratory's equal employment opportunity efforts and address affirmative actions for minorities, women, individuals with disabilities and veterans. The Plans comply with law, regulation and executive order requirements, and with the requirements of the United States Department of Labor's Office of Federal Contract Compliance Programs.

In developing these Plans, Argonne conducts self-audits of its systems and practices and measures the effectiveness of affirmative action efforts to eradicate and prevent discrimination. These Plans provide Laboratory managers a summary of previous accomplishments, a current assessment of the organization, and direction for future improvement as needed.

Affirmative Action Plans and the setting of goals should not be interpreted as an admission that the Laboratory has discriminated against any individual or class of people at any time.

This *Executive Summary of the Affirmative Action Plans* is available for employee and applicant review on Argonne's internet and intranet websites.

Through the equitable treatment of employees, Argonne can set an example for the nation it serves.

EQUAL EMPLOYMENT / AFFIRMATIVE ACTION POLICY STATEMENT

October 1, 2004

TO: All Argonne Employees

FROM: Hermann A. Grunder



Laboratory Director

SUBJECT: Argonne's Equal Employment Opportunity/Affirmative Action Statement

Argonne employees are our most valued resource and each individual should be treated with dignity and respect. We endeavor to effectively utilize the diverse talents of all of our employees and pursue an environment where each individual is valued for his or her contributions and uniqueness.

It is Argonne's policy to:

- provide equal opportunity to all employees and applicants for employment;
- take appropriate affirmative action to make equal opportunity a reality;
- administer human resources practices and make employment decisions free from illegal discrimination, and prohibit harassment that is based on a person's race, color, religion, gender, national origin, sexual orientation, age, disability, veteran status, or any other characteristics protected by law or executive order;
- make reasonable accommodations for qualified employees or applicants with disabilities;
- advise employees of their rights to refer violations of this policy to their supervisor or to the Diversity Program Office, without fear of retaliation of any form. These rights extend to the use of the Laboratory's problem resolution process or proceedings before authorized state or federal entities. Employees are responsible for cooperating in investigations or resolutions of such violations; and
- require all employees to comply fully with all aspects of this policy and to conduct themselves in accordance with the principles of equal opportunity.

Employees are encouraged to become familiar with Human Resources Policy #1100.1 on Equal Employment Opportunity and Affirmative Action. In addition, the Executive Summary of Argonne's Affirmative Action Plan is available for review in the Laboratory libraries and on the Laboratory's internet and intranet websites.

I pledge my support for the policy addressed in this memorandum and the attainment of a work environment free from unlawful discrimination. Your continued support and commitment are needed in the execution of this policy statement.

POLICY STATEMENT REGARDING SEXUAL / OTHER FORMS OF HARASSMENT

October 1, 2004

TO: All Argonne Employees

FROM: Hermann A. Grunder



Laboratory Director

SUBJECT: Policy Statement Regarding Sexual and Other Forms of Harassment

Argonne National Laboratory is dedicated to creating an environment in which every individual can work without being harassed. Harassment of any kind is not acceptable behavior and is inconsistent with the commitment to excellence that characterizes Argonne's activities. Such behavior may therefore lead to disciplinary action, up to and including termination.

We want all of our employees to have a clear understanding of what constitutes sexual and other forms of harassment. The general definition of harassment is any conduct, verbal or physical, which has the intent or effect of unreasonably interfering with work performance, or which creates an intimidating, hostile or offensive work environment through its severity and/or pervasiveness.

Sexual Harassment¹

Sexual harassment may take many forms. Sexual assault and requests for sexual favors that affect employment decisions constitute sexual harassment. However, sexual harassment may also involve unwelcome physical contact, requests for sexual favors, visual displays of illicit or degrading images, suggestive conduct, or offensive remarks or jokes of a sexual nature.

Other Forms of Harassment²

These forms of harassment could include suggestive jokes, gestures or sounds directed toward another or degrading comments about another relating to race, color, religion, gender, national origin, sexual orientation, age, disability, and veteran status.

Employees who believe they have witnessed harassment or are being harassed should notify their supervisor, the Diversity Program Office or Employee Relations in Human Resources. Argonne will not tolerate harassing behavior in any form by any of its employees, visitors, vendors, and other individuals conducting business with, but not employed by the Laboratory.

Laboratory policies assure that claims of harassment will be investigated, confidentiality will be maintained to the extent possible, and remedial action will be taken when appropriate. These policies also prohibit retaliation in any form against employees who report harassment or who assist in the investigation of such charges.

Argonne is committed to maintaining a harassment-free environment, and with your help we can meet that expectation.

¹ HR Policies #1100, Equal Employment Opportunity and Affirmative Action and #1200, Sexual Harassment

² HR Policy #7400, Employee Conduct

COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

Argonne National Laboratory is committed to the concept and practice of equal employment opportunity and affirmative action. The Laboratory takes positive steps, or affirmative actions, to ensure that all individuals have an equal opportunity for employment, without regard to race, color, religion, gender, national origin, sexual orientation, age, disability, veteran status, or any other characteristics protected by law or Executive Order.

To provide equal employment and advancement opportunities to all individuals, employment decisions at Argonne will be made based on merit, qualifications and abilities. The Laboratory takes affirmative action to prevent discrimination, including profiling based on race and ethnicity, and to address stereotypical thinking and biases that could impede employment opportunity. Great effort has also been taken to ensure that Laboratory facilities are accessible to all individuals.

It has been, and will continue to be, the policy of Argonne National Laboratory to be an equal opportunity employer, as stated in Argonne's official Equal Employment Opportunity/ Affirmative Action (EEO/AA) policy statement.

In keeping with this policy the Laboratory will continue to hire, train and promote into all job levels qualified persons without regard to race, color, religion, gender, national origin, sexual orientation, age, disability, or veteran status. Similarly, the Laboratory will continue to administer all other personnel matters (such as compensation, benefits, transfers, layoffs, laboratory-sponsored training, education, tuition assistance and social and recreational programs) in accordance with Argonne's EEO/AA policy.

The Laboratory is committed to take positive, business-oriented action that will contribute to the furtherance of the spirit and intent of federal, state, and local legislation and government regulations related to equal employment opportunity and affirmative action. Guidance from Executive Order 11246, as amended, and its implementing regulations, is used to implement Laboratory policy.

Any employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor, the Diversity Program Office or Employee Relations in Human Resources. Applicants for employment with concerns should contact the Diversity Program Office. The Laboratory is committed to doing a timely review and correcting as needed any action that is not in conformance with Argonne's EEO/AA policy. The Diversity Program Office in Illinois is located in Building 201 and staff can be reached at (630) 252-3021.

DISSEMINATION OF POLICY

To ensure that the Laboratory's commitment to affirmative action and equal employment opportunity is effectively communicated, structural communication activities are in place.

Internal Dissemination

Efforts to make the Laboratory's EEO/AA policy known internally include:

1. The Laboratory's EEO/AA policy is regularly updated and annually communicated to all employees. It is available to employees in the Human Resource Policy and Procedure Manual which can be accessed through Argonne's intranet site. The EEO/AA policy statements are also available online through Argonne's intranet site.
2. The Laboratory's EEO/AA policy, equal employment opportunity posters and other required notices are displayed on Official Laboratory bulletin boards throughout Argonne.
3. Copies of the Executive Summary of the Affirmative Action Plans are maintained in division offices and the Laboratory's libraries. The Executive Summary is also available to employees and other interested individuals online through Argonne's internet and intranet sites.
4. Frequent news items in the Argonne News, postings on the Laboratory's bulletin boards and memoranda from the Laboratory Director and the Diversity Program Office provide additional information about the EEO/AA policy to employees.
5. During the New Employee Orientation Program conducted in part by Human Resources staff, new employees are informed about the Laboratory's EEO/AA position and the procedures for seeking additional information.
6. Periodic reviews of the Laboratory's EEO/AA policy are conducted with management and supervisory personnel. The intent of the policy, strategies for effective implementation and individual responsibilities are explained.
7. Management training programs cover EEO/AA-related issues, policies and procedures.
8. A nondiscrimination clause is incorporated in union agreements, and contractual provisions are reviewed to insure that they are nondiscriminatory.
9. A diverse variety of employees are pictured in publications in which employees are featured.
10. The Diversity Program Office staff members are accessible to all employees and are available to discuss EEO/AA questions and concerns.

External Dissemination

Efforts to disseminate the Laboratory's EEO/AA policy externally and to communicate through outreach and positive recruitment include:

1. Recruiting sources are informed verbally and in writing of Argonne's EEO/AA policy. The Laboratory stipulates that these sources must make good faith efforts to refer diverse candidates for positions listed.
2. A wide variety of sources are used by the Laboratory when filling open positions. As a part of affirmative action, the Laboratory does recruitment and outreach to organizations and at conferences that serve minorities, women, individuals with disabilities and veterans.

3. Information on applicable open positions is sent to America's Job Bank to fulfill the requirements of the federal contractor job listing program.
4. Advertisements of employment openings and employment applications state that Argonne is an equal opportunity employer.
5. The Laboratory incorporates the equal opportunity policy statement in purchase orders, leases and contracts as required.
6. An open line of communication is maintained between Argonne and organizations serving minorities, women, individuals with disabilities and veterans, training institutions, community agencies and community leaders, regarding the Laboratory's EEO/AA program.
7. A diverse variety of employees are depicted in advertisements and recruitment materials when employees are pictured.
8. Facility users, applicants for employment, the public who visit the Laboratory have access to Argonne's EEO/AA policy and other information on the bulletin boards around the Laboratory.
9. Applicants or other interested individuals can access the Executive Summary of the Laboratory's Affirmative Action Plans through the Job Openings area of Argonne's main internet webpage.
10. Argonne's website lists e-mail contact information for individuals who have questions and concerns.

RESPONSIBILITY FOR IMPLEMENTATION

The ultimate responsibility for the successful implementation of Argonne's EEO/AA policy is in the Office of the Laboratory Director. The Laboratory Director has assigned coordination of responsibilities to implement the policy to the Diversity Program Office in Human Resources which has the full support of and access to senior management officials. Argonne's Diversity Council also advises the Laboratory Director. The Diversity Council is the Laboratory's highest-level forum for driving diversity performance, improvements and accountability with the goal of fostering an inclusive work environment that makes full use of the contribution of all employees. The Diversity Program Office acts as a resource to the Diversity Council.

The responsibilities of the Diversity Program Office include :

1. Developing policy statements, affirmative action programs, and internal and external communication techniques.
2. Identifying problem areas.
3. Assisting managers/supervisors in arriving at solutions to problems.

4. Designing and implementing auditing and reporting systems that:
 - i. Measure the effectiveness of Argonne's EEO/AA programs.
 - ii. Indicate any need for remedial action.
 - iii. Determine the degree to which the Laboratory's goals and objectives are being attained.
5. Conducting periodic audits to ensure that Laboratory EEO/AA policies are properly displayed and available at designated locations.
6. Coordinating and promote the Laboratory's EEO/AA training.
7. Interacting with state and federal compliance agencies.
8. Serving as a liaison between Laboratory and community organizations for EEO/AA activities.
9. Keeping management informed of the latest developments in the EEO/AA area.
10. Reviewing reduction-in-force actions, and monitor selection and promotion processes.
11. Providing guidance and counsel employees on EEO/AA matters.
12. Ensuring that complaints filed internally are handled in a professional and timely manner.

The responsibilities of division/department heads and line management include :

1. Assisting the Diversity Program Office in the identification of problem areas and the establishment of division/department goals and objectives.
2. Performing periodic audits of training programs, hiring and promotion patterns to isolate impediments to the attainment of goals and objectives.
3. Meeting with employees to be certain the Laboratory's policies are being followed.
4. Reviewing the qualifications of all employees to ensure they are given full opportunities for transfers and promotions.
5. Providing career counseling for all employees.
6. Performing regular audits to ensure that EEO/AA posters are properly displayed.
7. Understanding that their work performance is being evaluated on the basis of their equal employment opportunity efforts and results, as well as other criteria.

COMPLIANCE WITH GENDER DISCRIMINATION GUIDELINES

An analysis of the Laboratory's policies and procedures indicate compliance with the discrimination guidelines in the following ways:

1. No distinction based upon gender is made in regard to equal opportunities, wages, training, hours, or other conditions of employment.
2. Rules and regulations are applied equally to married and unmarried persons of both sexes.
3. The Laboratory's policies and practices assure appropriate physical facilities (restrooms, changing rooms, or associated facilities) for both sexes.
4. The wage and benefit schedules are not related to or based on the gender of the employees.
5. Time off from work for pregnancy/childbirth is treated in the same manner as other absences for non-occupational disabilities. The Laboratory will provide family leave to eligible employees who wish to take time off to fulfill family obligations.
6. The Laboratory actively recruits for women to apply for jobs at all levels and makes targeted, specialized efforts are made to search for qualified female candidates where placement goals are set. There are no positions at Argonne for which gender is a bona fide occupational requirement.
7. Both sexes are eligible for management training programs.
8. Laboratory policy specifically prohibits any supervisor, employee or agent from engaging in behavior that constitutes harassment or intimidation of any kind on the basis of gender. Training in preventing sexual harassment is offered in a variety of formats for supervisors and employees.

COMPLIANCE WITH GUIDELINES ON RELIGION / RACE / NATIONAL ORIGIN; PREVENTING PROFILING

The Laboratory does not discriminate against individuals on the basis of religious beliefs, race or national origin. All personnel policies and practices, including recruiting, hiring, promotion, transfer, termination, pay, training, pensions, fringe benefits, and all other conditions of employment, are administered on an equal basis without regard to religion, race or national origin.

Affirmative actions are taken to prevent discrimination and to address stereotypical thinking and biases that could impede equal employment opportunity. Laboratory policy specifically prohibits any supervisor, employee or agent from engaging in behavior that constitutes harassment or intimidation of any kind on the basis of religion, race or national origin.

Argonne will accommodate the religious and ethnic observances and practices of employees and applicants when such accommodations can be made without undue hardship on the conduct of Argonne's operation.

Profiling pertains to those practices that scrutinize, target or treat employees or applicants for employment differently or single them out for select them for unjustified additional scrutiny based on religion, race or national origin.

- Argonne takes very seriously its responsibility to prevent profiling. The Laboratory strives to ensure a work environment that encourages a positive attitude toward diverse individuals, groups and races. It also discourages taking adverse actions based solely on a negative stereotype or negative preconception about people based on hearsay.
- The Laboratory's policies and practices support giving every employee the opportunity to display pride in their ethnicity, race and culture while participating in the Argonne community. Profiling is recognized as a form of discrimination that has no place in the Laboratory's efforts to be an employer of choice of all groups. Argonne has incorporated profiling into its programs and efforts that cover affirmative action, equal employment opportunity and diversity.
- Argonne addresses prevention of profiling and discrimination with its line managers directly responsible for implementing the Laboratory's efforts to ensure that employees understand their responsibilities and rights.

Laboratory managers and supervisors are encouraged to participate in and support diversity awareness activities and programs to increase their sensitivity and understanding of diversity.

All managers and supervisors have included in their performance appraisal an assessment by their supervisor of their support of diversity and equal opportunity.

Argonne provides avenues and forums for employees to express concerns or issues about prohibited profiling practices in the workplace. Employees are encouraged to utilize the Diversity Program Office to investigate complaints about profiling and discrimination.

INTERNAL AUDIT AND REPORTING SYSTEMS

The Laboratory engages in a self-analysis for the purpose of discovering any barriers to equal employment opportunity. The Diversity Program Office is responsible for implementing the audit and reporting system used to monitor the Laboratory's progress toward achieving its objectives. The auditing and reporting system provides for:

1. Maintaining and monitoring accurate and up-to-date records on referrals, applicants, hires, promotions, transfers, layoffs and terminations by race/ethnicity and gender.
2. Receiving and reviewing completed exit interview questionnaire forms from terminating employees if the exit interview is signaled as potentially indicating EEO/AA issues. Issues are investigated as necessary.
3. Reviewing selection, promotion, compensation and training procedures to ensure that they are non-discriminatory. The Laboratory also ensures that its personnel processes provide for careful, thorough,

and systematic consideration of the job qualifications of applicants and employees with known disabilities and covered veterans for job vacancies filled either by hiring or promotion.

4. Reviewing job qualifications before a position description is posted announcing its vacancy, and as new job qualification requirements are established. The Laboratory reviews where appropriate any physical and mental job qualification requirements with management and supervisors to ensure that they are job-related, and are consistent with business necessity and the safe performance of the job.
5. In offering employment or promotions to individuals, the Laboratory does not reduce the amount of compensation because of any disability income, pension or other benefit the applicant or employee receives from other sources.
6. On a regular basis, informing top management of the effectiveness of the EEO/AA policy and making recommendations for improvements as necessary.

On a quarterly basis the Diversity Program Office prepares reports on placement goal achievement/progress in underutilization and workforce representation. Data is presented at the division/department level up through the top Laboratory management to help establish accountability for the Laboratory goals.

APPLICABILITY OF AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES AND VIETNAM-ERA VETERANS

The Laboratory considers individuals with disabilities and veterans without regard to either their disability or veteran status in the following areas: hiring, access to benefits and training, job assignment, promotion, compensation, and other terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

Argonne's objective in adopting this Affirmative Action Program is the selection of qualified individuals with disabilities, disabled veterans, Vietnam-Era veterans and other eligible veterans in all levels of job classification.

The Laboratory is committed to take positive, business-oriented action which will contribute to the furtherance of the spirit and intent of federal, state, and local legislation and government regulations related to equal employment opportunity and affirmative action. Guidance is used from the following to implement Laboratory policy: Section 503 of the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act; and the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212.

DEFINITIONS: DISABILITIES, VETERANS

- An *Individual with a Disability* is one who 1) has a physical or mental impairment which substantially limits one or more major life activities; 2) has a record of such an impairment; or 3) is regarded as having such an impairment. (Exceptions to this definition are found in Section 1630.3 of the Americans with Disabilities Act (ADA).)

- **Major Life Activities** may be considered to include communication, ambulating, self-care, socialization, education, vocational training, employment, transportation, adapting to housing, etc. For the purpose of Section 503 of the Rehabilitation Act of 1973 and the ADA, primary attention is given to those life activities that affect employability.
- **Substantially Limits** means the degree that the impairment affects employability. An individual who is likely to experience difficulty in securing, retaining, or advancing in employment may be considered substantially limited.
- **Regarded as Having Such an Impairment** refers to those individuals who are perceived as having a disability whether an impairment exists or not, but who, because of attitudes or for any other reason, are regarded as disabled by employers or supervisors who have an effect on the individual's securing, retaining, or advancing in employment.
- A **Qualified Individual with a Disability** is one who satisfies the requisite skill, experience, education and other job-related requirements of the employment position such individual holds or desires and who, with or without reasonable accommodations, can perform the essential functions of such position.
- A **Reasonable Accommodation** is a modification or adjustment to a job, the work environment, or the way things are usually done that enables a qualified individual with a disability to enjoy equal employment opportunity. These are accorded to the extent that such accommodations do not impose undue hardship on the conduct of the Laboratory's operation.
- An **Undue Hardship** is an action that requires significant difficulty or expense in relation to the financial cost, resource availability or conflicts with laws or regulations.
- A **Special Disabled Veteran** is a person entitled to disability compensation under laws administered by the United States Veterans Administration for disability rated at 30 percent or more; or a person rated at 10 to 20 percent, if it has been determined that the individual has a serious employment disability; or a person was discharged or released from active duty because of a service-connected disability.
- A **Veteran of the Vietnam Era** is a person who:
 - 1) served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any part of such active duty occurred:
 - (a) in the Republic of Vietnam between February 28, 1961, and May 7, 1975;
 - (b) between August 5, 1964 and May 7, 1975, in all other cases; or
 - 2) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed:
 - (a) in the Republic of Vietnam between February 28, 1961 and May 7, 1975; or
 - (b) between August 5, 1964 and May 7, 1975, in all other cases.

- ***Other Eligible Veteran*** means a person who 1) served on active duty service between December 7, 1941 and April 28, 1952; or 2) served in a campaign or on an expedition for which a campaign badge, a service medal, or an expeditionary medal was awarded.

REASONABLE ACCOMMODATION OF PHYSICAL & MENTAL LIMITATIONS

The Laboratory makes reasonable accommodation to the known physical and mental limitations of all otherwise qualified individuals with a disability unless it can demonstrate that the accommodation would impose an undue hardship on its operation. If an employee with a known disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, the Laboratory confidentially notifies the employee of the performance problem and inquires whether the problem is related to the employee's disability. If the employee responds affirmatively, Argonne confidentially inquires whether the employee is in need of an accommodation. Employees may contact the Human Resources Division at any time to request an accommodation.

The new employee orientation package includes a Laboratory map illustrating Argonne's facilities and buildings with information on services available for individuals with disabilities and accessible entrances. Telecommunication Device for the Deaf (TDD) locations and telephone numbers are listed. Laboratory buildings are accessible to individuals with disabilities.

Any information obtained from individuals concerning a physical or mental condition is kept confidential, except that supervisors or managers may be informed of accommodations or restrictions on work or duties. First aid and safety personnel may be informed when, and to the extent appropriate, the condition might require emergency treatment. The Laboratory may release some information as necessary if government officials investigating compliance with EEO laws request such information.

SUMMARY OF IMPROVEMENTS FOR INDIVIDUALS WITH DISABILITIES

Argonne has shown a consistent and strong commitment to ensuring the Laboratory's facilities are accessible to individuals with disabilities. Such modifications have included: designated parking for individuals with disabilities; wheelchair access ramps; Braille markings on elevators; vibrating pagers for the deaf; accessible restrooms and restroom stalls equipped with grab bars; drinking fountains and public telephones made accessible; aisles and stack arrangements of the libraries made accessible for wheelchair use; and fire safety improvements for the provision of bell/strobe fire alarms in the areas of public accommodation.

TDDs are available in Human Resources, Argonne's Information Center and the Fire Department to assist employees and applicants who are hearing or speech impaired and have access to a TDD. At Argonne-East and West locations TDD's have also been installed in workstations as needed.

A list of buildings and conference rooms indicating which are wheelchair accessible, including restroom accessibility is in the Argonne telephone directory.

Sign language interpreters are provided as needed at seminars and other public events.

On a continual basis there are actions to improve accessibility for individuals with disabilities included facility alterations and barrier removals in Laboratory buildings. All new construction is also reviewed to ensure ADA compliance as appropriate.